



2017 Corporate
Sustainability
Report

April 2018

TABLE OF CONTENTS

WELCOME	1
COMPANY OVERVIEW	3
Cascade Brands	5
The Cascade Suite of Services	6
Markets Served	7
Company Profile	7
Company Evolution	9
Membership of Associations	11
Governance	12
Ethics & Integrity	12
MATERIALITY	13
Material Issues	13
Feedback Contact	13
MANAGEMENT APPROACH	14
General Management Approach	14
SUSTAINABILITY PRIORITIES	15
Social Responsibility	15
Employment	15
Wellbeing	17
Health & Safety	19
Employee Development	24
Compliance	25
Environmental Stewardship	26
Supply Chain	26
Sustainable Sourcing	27
Fleet and Energy Consumption	29
Spills	30
Sustainable Remediation	31
Green Team	33
Economic Benefit	34
Growth and Investments	34
Community Involvement	35
STAKEHOLDER ENGAGEMENT	36
2017 Stakeholder Engagement Campaign	37
GRI CONTENT INDEX	38

This report is prepared in accordance with Core GR14 Guidelines. Global Reporting Initiative (GRI) is the internationally recognized sustainability reporting framework that enables companies and organizations to measure, understand, and communicate their sustainability efforts. GRI's mission is to make sustainability reporting standard practice; one that helps to promote and manage change toward a sustainable global economy.

WELCOME

Welcome to Cascade's 2017 Annual Sustainability Report. We are proud to continue sharing our journey with you. Over the last five years, you've witnessed Cascade evolve from a regional drilling company to a nationally-recognized environmental services leader. We have expanded our drilling footprint and assembled an unprecedented portfolio of site characterization and remediation capabilities. Our team is ready to support you through the full lifecycle of your project; from concept to completion.

Our five-year vision for Cascade is:

- To be recognized as the health and safety leader in our industry
- To be the employer of choice in our industry
- To be a full-service environmental provider
- To continue to collaborate in partnership with strategic clients as a preferred provider

This year's report illustrates the progress and challenges our team experienced in achieving these goals.

- Our outstanding safety performance has been recognized by clients and industry peers. 87% of our operating locations have gone a year or more without a single reportable incident and over 45,000 accident prevention actions recorded.
- We experienced a 7% decrease in voluntary turnover; however, total employee turnover increased 9%. At the same time, employee wages and benefits increased 12%. We continue our efforts in making Cascade an employer of choice through competitive wages, comprehensive benefits, safety, training, and organizational culture.
- Our team achieved 6% revenue growth under tough market conditions. We continue to grow our Technical Services group by providing more sustainability-based technologies and services. Our experts are dedicated to streamlining your project progress, reducing total project cost, and increasing the surety of remediation outcomes with our tools.
- We launched SUMMIT™, Cascade's Continuous Improvement Program, as a platform to drive organizational efficiency and foster collaboration across all business lines. The program initiatives are designed to deliver superior service for our clients, improve vendor relations, and enhance the employee experience.

Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.

Broad external influences continued to impact our organization. Many in our industry experienced short-term negative impact due to changes in the federal administration. Large projects were put on hold while the stakeholders awaited signals from the new federal administration on regulation and funding availability.

We expect the administration's pledge for less bureaucracy and more spending on infrastructure to positively impact on our business in 2018. Specifically, the Executive Order on Establishing Discipline and Accountability in the Environmental Review and Permitting Process for Infrastructure is expected to speed construction of roads, bridges and pipelines which will spur growth in our geotechnical and infrastructure drilling sectors. The US EPA's Superfund Task Force Recommendations outline expectations for a renewed focus on accelerating remediation progress to return these sites to productive use. This is expected to drive site investigation and remediation growth over the next three years.

Over the last three years, we expanded the Cascade portfolio of services and technologies, primarily through acquisition, to build a complex suite of integrated environmental services. Now that this foundation is in place, our strategy is to utilize our position to grow organically. This long-term strategy focuses on three areas:

- Complete the internal integration of legacy companies and implement a streamlined organizational structure that aligns with our clients' needs and expectations.
- Grow our business organically through investment in our people, technology, and fleet to drive efficiency, deliver innovative solutions, and provide an outstanding work experience.
- Strengthen relationships with clients, vendors, and employees to focus on mutually beneficial results in all areas of sustainability.

Our stakeholders serve as the compass guiding our organization to the issues that really matter. Through open and honest dialogue, we align resources and effort to execute a business strategy that drives social responsibility, environmental stewardship, and economic prosperity. Thank you for sharing our sustainability journey. We look forward to continued success.

Sincerely,



John Kenny
Co-CEO, Cascade

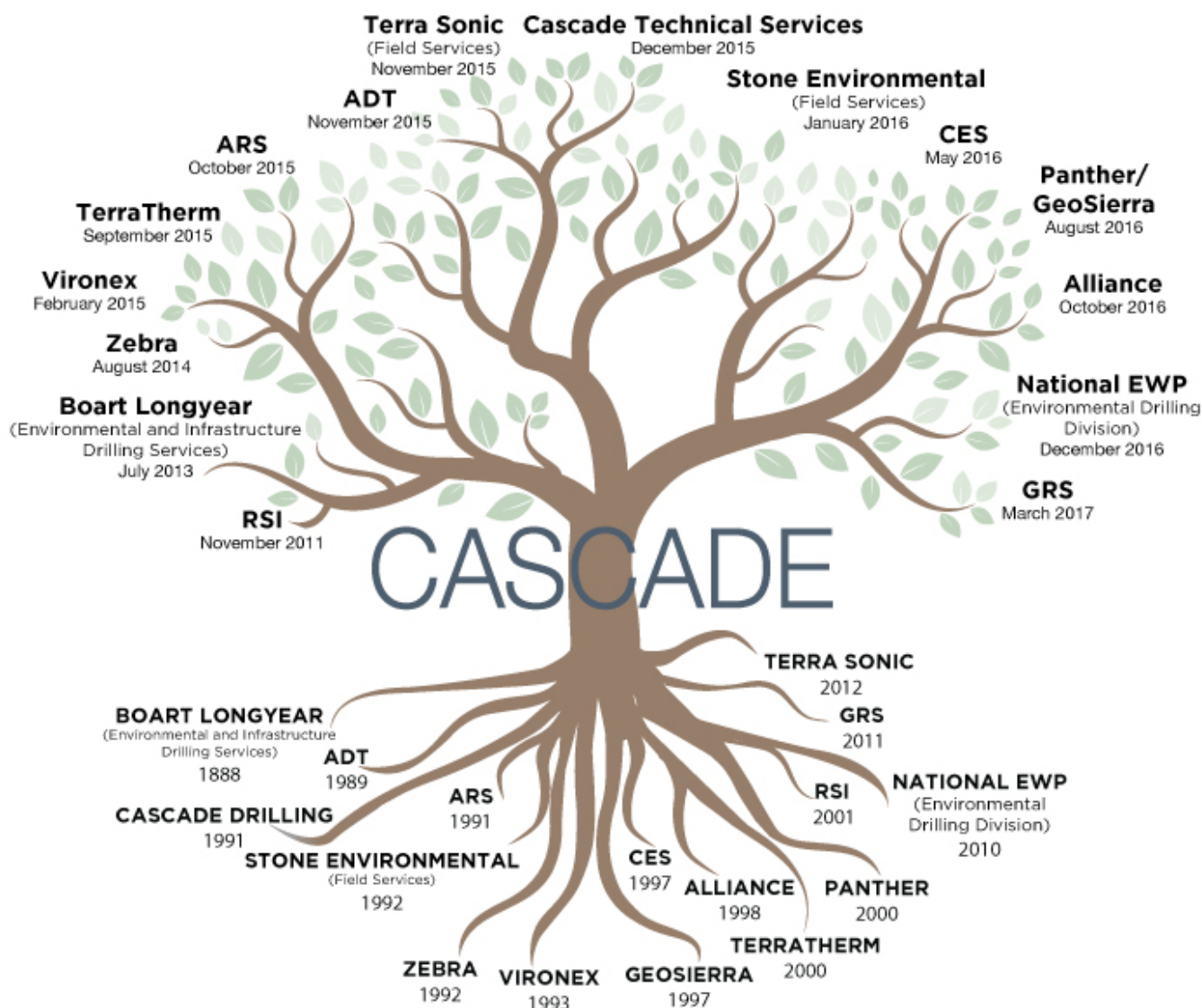


Paul Chellgren
Co-CEO, Cascade

COMPANY OVERVIEW

Cascade Drilling was founded in 1991 as a highly regarded Northwestern U.S. regional drilling company operating across three states. Cascade developed a strong reputation for safety, service and reliability with a particular emphasis on traditional drilling technologies: auger, rotary and direct push. In 2013, the company made a significant investment in sonic drilling technology and expanded its geographic reach across the United States.

In 2016, Cascade expanded our service offerings through strategic acquisitions and reorganized into two companies: Cascade Drilling and Cascade Technical Services. Cascade Drilling continues to provide geotechnical and environmental drilling services with a full range of technologies including sonic, auger, rotary, and direct push. Cascade Technical Services provides site characterization and environmental remediation solutions. Our subsidiary companies of Aquifer Drilling & Testing, TerraTherm, Panther Technologies, and GeoSierra Environmental provides specialty technologies and services under one integrated Cascade platform.



MISSION: Cascade is the leading provider of environmental and infrastructure drilling, site characterization, and environmental remediation applications. We are the only nationwide integrated service provider with expert technical capabilities and fleet to fulfill all your project needs- anywhere, every time.

VISION: Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.



CORE PRINCIPLES:

Safety

Safety is the first priority in all that we do. We believe in creating a safe work environment where employees have opportunities for growth, are recognized for their achievements, and share in the success of the company.

Quality

We believe in providing outstanding service and superior productivity by consistently developing and implementing new ideas to create unique, cost effective solutions for clients.

Growth

We believe in growing our business in a responsible manner through significant investment in our company, our people and our communities.

Innovation

We believe in collaborating with our clients and utilizing the most advanced technologies to provide custom, results-oriented solutions.

Sustainability

We believe it is our business to take care of the natural environment and conduct our business in a way that positively impacts all those around us.

CORPORATE SUSTAINABILITY POLICY:

Cascade supports the advancement of sustainability by integrating the principles of environmental stewardship, social responsibility and economic prosperity into the decisions and actions that drive our business as well as the technologies we provide to support our clients.



CASCADE BRANDS

Known in the marketplace simply as Cascade, our organization is comprised of two primary operating companies and four subsidiaries. Our project teams and business development specialists work closely together to ensure our clients have access to the full suite of services and industry leading experts under the Cascade umbrella.

CASCADE DRILLING*



Cascade Drilling provides a full range of environmental and geotechnical drilling services. Regardless of the lithology or location, Cascade Drilling has the right equipment, experience, and specialized expertise to do the job. We offer sonic and conventional drilling technologies. Our fleet includes track and truck mounted equipment and limited access rigs for tight spaces, low overhead conditions, and over-water work allowing us to access almost any drill site.

CASCADE TECHNICAL SERVICES*



Cascade Technical Services focuses on subsurface investigation and remediation applications. With expertise from field technicians to PhDs, we partner with you to deliver the right technology for every job no matter how routine or complex.

CASCADE SUBSIDIARIES



TerraTherm is a worldwide leader in the development and implementation of in situ and on-site thermal remediation of organic contaminants. TerraTherm designs, builds and operates projects from concept to closure, using Thermal Conduction Heating (TCH), Steam Enhanced Extraction (SEE), Electrical Resistance Heating (ERH), and combinations of the technologies above.



Aquifer Drilling and Testing (ADT) provides environmental and geotechnical drilling for a variety of applications in the greater New York City area. ADT's experienced drilling crews operate a diverse drilling fleet including sonic, auger, rotary and specialty equipment.



Panther Technologies provides remedial services including conventional and innovative soil and groundwater remediation, hazardous and non-hazardous waste management and disposal, industrial landfill capping and lagoon closures, and mechanical system installations.



GeoSierra Environmental is best known for Trenchless PRB Placement technology for installing permeable reactive barriers (PRBs). In addition to Trenchless PRBs, GeoSierra is leveraging our technology and highly specialized groundwater expertise to tackle other difficult groundwater cleanup problems such as source remediation in fractured bedrock and remediation of stagnant plumes in fat clays.

THE CASCADE SUITE OF SERVICES

Our diverse portfolio of environmental, investigation, and remediation services are evidence of our ability to complete even the most challenging projects on time and on budget. Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.

Suite of Services		
Drilling Environmental Drilling <ul style="list-style-type: none"> • Sampling & Coring • Pump Services • Well Services Geotechnical Drilling <ul style="list-style-type: none"> • Geotechnical Investigation • Heavy Infrastructure Support Utility Clearance Investigation Derived Waste	Site Characterization Analytical Chemistry <ul style="list-style-type: none"> • On-Site MobiLab • PFAS • Fixed Lab High Resolution Site Characterization <ul style="list-style-type: none"> • MIP/MiHPT • UVOST • Waterloo^{APS} • CORE^{DFN} 3D Data Visualization	Site Remediation Chemical Thermal Biological Shallow Soil Mixing Soil Stabilization Excavation Enhanced Emplacement



SERVICE SPOTLIGHT

Cascade Technical Services is the first environmental services provider to offer onsite analyses for the class of emerging contaminants of concern known as PFAS (poly and perfluorinated alkyl substances). This is the newest addition to Cascade’s MobiLab service line which provides fully defensible laboratory analyses for any project location in an accredited onsite laboratory.

PFAS are extremely stable, man-made chemicals used to make a wide variety of specialty coatings and fire suppression foam. Since these chemicals are persistent, mobile, toxic, and have been the subject of significant litigation, they have attracted considerable attention in the environmental industry.

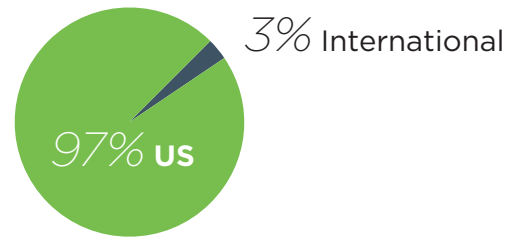
For more information on our [MobiLab PFAS capabilities](#), visit our website as www.cascade-env.com.

MARKETS SERVED

Cascade has serviced the environmental, water supply, geotechnical, mining and construction markets for decades. Our clients include leading national environmental consulting firms, blue chip industrial companies, contractors, energy and utility providers and government agencies. We service all branches of the US Military, major defense contractors, port facilities and airports. Our personal service, attention to detail, exemplary safety record, and operational excellence result in long-term collaborative relationships with our clients. The vast majority of services are provided in the United States.

Country of Operations	Type of Operations
United States	On-site operations
Vietnam, Puerto Rico	On-site operations
Denmark, Sweden, Japan, Brazil, Canada	Licensing and royalties

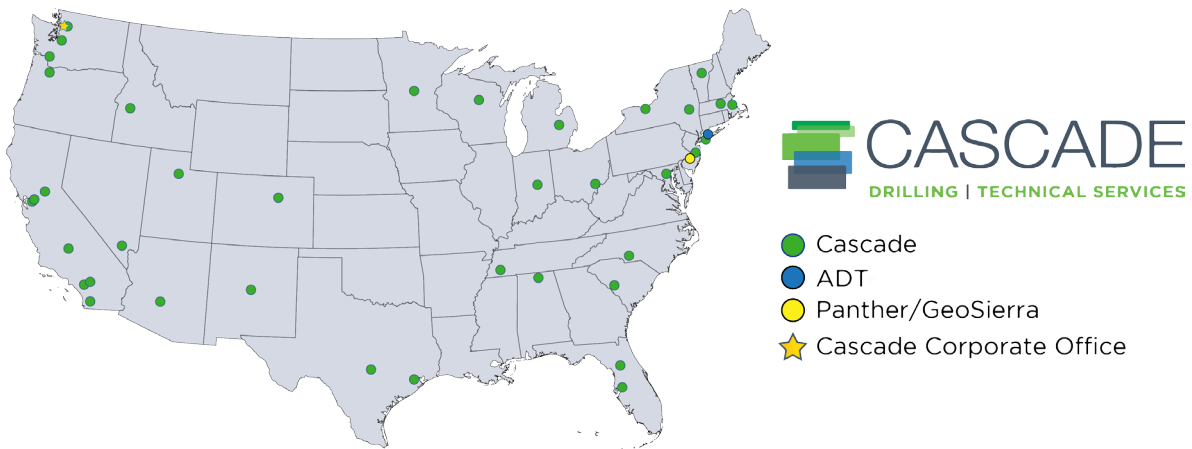
2017 Worldwide Revenue



We expanded our remediation capabilities into Canada this year when TerraTherm, a Cascade subsidiary specializing in thermal remediation, entered into a memorandum of understanding with Nelson Environmental Remediation. The scope of thermal technologies available from Nelson and TerraTherm is the most comprehensive on the market, including Thermal Conduction Heating (TCH), Electrical Resistance Heating (ERH), Steam Enhanced Extraction (SEE) or combinations of these technologies.

COMPANY PROFILE

The data provided in this report covers all Cascade Brands: Cascade Drilling, Cascade Technical Services, TerraTherm, ADT, Panther Technologies, and GeoSierra unless otherwise specified.



<p>\$237M net sales</p>	<p>41 facilities nationwide</p>
------------------------------------	--------------------------------------------

Total number of employees: 982 / 11
full-time / part-time

Workforce Profile					
Executive Team	9	Male	896	Tenure 0 - 3 years	439
Senior Management	42	Female	97	Tenure 3 - 5 years	136
Mid Management	39	Under Age 30	205	Tenure 5 - 10 years	162
Corporate Administrative	34	Age 30-50	508	Tenure 10 - 20 years	195
Sales & Marketing	23	Over Age 50	280	Tenure 20 - 30 years	44
Field & Shop	718			Tenure 30+ years	17
Field Support	75			Employees from acquisitions	47%
Field Administration	53				

Cascade is recognized by well-respected organizations for our industry-leading growth and innovation. This year's awards include:

- Engineering News-Record Top 200 Environmental Firms: Ranked #72
- Puget Sound Business Journal Eastside 50 Fastest Growing Private Companies: Ranked #19
- Puget Sound Business Journal Washington's 100 Fastest Growing Private Companies: Ranked #44
- PG&E Gold Shovel Standard certification
- National Drilling Association Outstanding Commitment to Drilling Safety
- Duke Energy Outstanding Event-Free Performance



COMPANY EVOLUTION

In the fragmented environmental services industry, Cascade is the only company to successfully integrate drilling, investigation and remediation technologies to build a collaborative solutions-based approach to environmental challenges. In doing so, Cascade has brought together a very diverse set of legacy companies into one cohesive organization creating a fun and exciting culture within the company.

Our company continues to evolve both our service and technology offerings and our internal structure to ensure we deliver Excellence on Every Level. Highlights from 2017 include:

- Our corporate headquarters moved from Woodinville, WA to Bothell, WA. The open floor plan of the new office space fosters collaboration and a team atmosphere.
- Our executive leadership team expanded to include new roles of Chief Information Officer and Executive Vice President of Human Resources. Other positions on the team realigned to better support our current organizational structure and integration efforts. Learn more about our leadership team at <http://cascade-env.com/about-us/our-team/>.
- Despite a soft environmental services market in 2017, Cascade achieved 6% revenue growth. Our diverse mix of geotechnical and infrastructure drilling, environmental drilling, site investigation, and environmental remediation reduces risk when individual market segments are on the decline.
- SUMMIT, Cascade's Continuous Improvement Program, was introduced in December. SUMMIT starts with 7 foundational initiatives to reduce redundancies and optimize our organization structure. It ensures we deliver the highest quality service to our clients while strengthening the financial health of our company. Most importantly, SUMMIT makes Cascade a better place to work by aligning the proper resources and support to help employees succeed. Through the implementation of the 7 initiatives, employees benefit from clearly defined roles and responsibilities, more efficient ways to complete their work, more frequent and transparent communication from the management team, and standardization in the way we operate across all our facilities. Additional initiatives are added to meet the organization's evolving needs.
- We experienced a 9% total workforce reduction this year. Voluntary turnover is declining as a percentage of total turnover. This reflects our increased operational efficiency and clearly defined roles and responsibilities for all areas of our organization: administration, sales, operations, and support functions.
- Tim Smith resigned from his position of President and CEO in November. Under Tim's leadership, Cascade completed multiple strategic acquisitions that enhanced and diversified its technical expertise, increased fleet size and diversity, established the Company's national footprint, and grew its customer base. We thank Tim for his leadership and contributions to the Company. John Kenny and Paul Chellgren are serving as Co-CEOs while the executive search is underway.
- We've completed eleven facility consolidations and closings through our integration of legacy companies and continuous improvement initiatives.
- Our footprint expanded through the opening of one new location in Utah and the acquisition of Global Remediation Solutions.

Acquisitions:

Cascade acquired the In Situ Thermal Remediation (ISTR) technology provider Global Remediation Solutions, Inc. (GRS). As one of a limited number of ISTR providers in North America specializing in Electrical Resistance Heating (ERH) technology, the addition strengthens our market position as the only thermal vendor offering all mainstream ISTR technologies in-house.

New facilities: West Jordan, UT

Facility closings, consolidations, and relocations:

Corporate office Woodinville, WA closed and moved to new facility in Bothell, WA

Federal Way, WA closed and moved to new facility in Tacoma, WA

Golden, CO closed and moved to new facility in Littleton, CO

Las Vegas, NV closed Copper Sage Street facility and consolidated to existing facility on West Oquendo Road

Montclair, CA closed and moved to existing facility in Upland, CA

New Brunswick, NJ closed and moved to existing facility in Jackson, NJ

Northborough, MA closed and moved to existing facility in Gardner, MA

Phoenix, AZ closed and moved to existing facility in Peoria, AZ

Richmond, CA closed Meeker Avenue facility and moved to existing facility on South 23rd Street

Waterford, NY closed and consolidated with Schenectady, NY

Woodland, CA closed and moved to existing facility in West Sacramento, CA

Company History

1991 Cascade Drilling, Inc. founded

2009 Joint venture with Emigrant Capital Corp

2010 Acquired RSI

2013 Acquired Boart Longyear's Environmental & Infrastructure business

2014 Acquired ZEBRA Environmental Services

2015 Purchased by private equity Snow Phipps Group

Acquired Vironex, TerraTherm, ARS, Aquifer Drilling and Testing, Sonic Drilling Services, Diversified Geophysics, Field Services Division of Terra Sonic International

2016 Acquired Field Services Division of Stone Environmental, Current Environmental Solutions, Panther Technologies, GeoSierra Environmental, Alliance Maintenance & Services, Environmental Drilling Division of National EWP

2017 Acquired Global Remediation Solutions (GRS)

MEMBERSHIP OF ASSOCIATIONS

Cascade interacts with many stakeholder groups through our involvement with professional and trade organizations. These organizations also provide valuable continuing education and skill development opportunities for our employees.

Association of Environmental & Engineering Geologists

American Exploration & Mining Association

American Institute of Professional Geologists

American Society of Professional Engineers

Arizona Hydrological Society

Association of State Dam Safety Officials

Association of Environmental Health and Sciences

Colorado Environmental Management Society

Central Pennsylvania Geotechnical Council

Colorado Mining Association

Elk Grove Community Emergency Response Team

Engineering News Record

Environmental Professionals of Arizona

Five Towns Kiwanis

Florida Association of Environmental Professionals

Geologic Association of America

Geologic Association of Nevada

Georgia Association of Environmental Professionals

Groundwater Resource Association

Hudson Mohawk Professional Geologic Association

Idaho Groundwater Association

International Risk Management Institute

International Society of Sustainability Professionals

Interstate Technology & Regulatory Council

National Association of Environmental Professionals

National Drilling Association

National Ground Water Association

Nevada Groundwater Remediation Association

North American Tunneling Association

Northwest Environmental Business Council

Oregon State Bar Association

Professional Environmental Marketing Association

Project Management Institute

Society of American Military Engineers

Society for Human Resource Management

Society Mining Engineers

Society of Economic Geologists

Society of Mining, Metallurgy, and Exploration

South Florida Remediation Association

Sustainable Remediation Forum

Tampa Bay Association of Environmental Professionals

Texas Association of Environmental Professionals

Utah Geologic Association

West Texas Geological Society

Western States Petroleum Association

Cascade employees assume leadership role with a variety of industry and professional organizations



Darla Smith, Cascade Business Development Manager, was elected to the Northwest Environmental Business Council's Board of Directors in 2017



Jay Boland, Aquifer Drilling & Testing Business Development Manager has served on the National Drilling Association's Board of Directors since 2013.

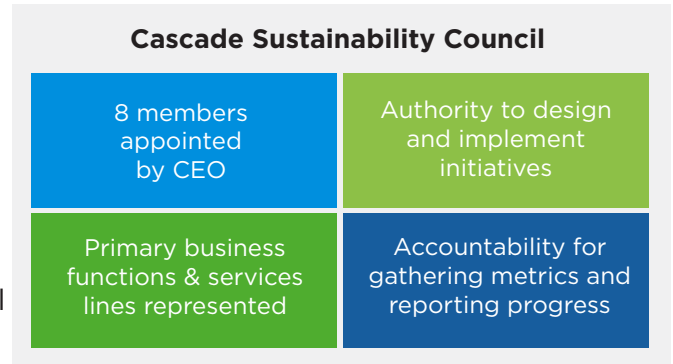


Ken Moses, Executive Vice President of Human Resources serves on the Advisory Board for SurveyTelligence, a company that helps organizations transform using a suite of organizational diagnostic tools focusing on engagement an organizational alignment.

GOVERNANCE

As a privately-held company, Cascade is governed by a Board of Directors. The six-member Board is comprised of Cascade’s Chief Executive Officer and five representatives from the private equity ownership group. The Board meets quarterly to offer insight and advice to owners on critical issues facing the business.

The Compass™ Corporate Sustainability Program is led by the Sustainability Council. The Council operates under a shared governance model in which members have the authority to drive sustainability initiatives and are held accountable for tracking performance. Council members are formally appointed by the CEO and represent all major organizational functions. The Council meets on a regular basis to discuss the company’s environmental stewardship, social responsibility and economic impact efforts.



ETHICS & INTEGRITY

Our employees are held to a high professional standard as detailed in Cascade’s Employee Handbook. The Handbook includes our Code of Ethics as well as employment policies, procedures, safety responsibilities, and a description of employee benefits. A printed copy of the Handbook is provided to all employees upon hiring. It is also available upon request through the Human Resources Department and posted to the company’s internal website. All new employees go through comprehensive training programs unique to their job responsibilities. All employees participate in regular training updates covering key aspects of their jobs throughout the year.

Issues covered in the Handbook include:

- Equal Employment Opportunity
- Affirmative Action
- Open Door Policy
- Standards of Business Conduct
- Code of Ethics
- Client Relations
- Diversity
- Americans with Disabilities & Amendments Act
- Workplace Harassment
- Discriminatory Harassment
- Sexual Harassment
- Drug Free Workplace Policy
- Tobacco Free and Smoke Free Workplace
- Workplace Attire & Grooming Policy
- Job Descriptions
- Employment of Minors
- Payment of Wages
- Violence Prevention in the Workplace
- Communications Policy
- Social Media Policy
- Performance Evaluations
- Training & Development
- Corrective Action
- Complaint Reporting & Resolution

MATERIALITY

In 2014, Cascade engaged in a thorough stakeholder outreach campaign. We started by outlining our strengths, initiatives already in queue, and the company's long-term strategic goals. We then identified the values and expectations of clients, employees, vendors and other stakeholder groups. Our Sustainability Leadership Team compiled and prioritized the feedback received to develop the Company's first Sustainability Plan which carries us through the end of 2017. This report includes the issues identified as material during the 2014 campaign and other on-going engagement efforts.

MATERIAL ISSUES

This report presents material issues in four categories. Cascade reports on the issues that have been identified as having a significant impact on our continued success or may greatly impact our stakeholders.

PEOPLE



Enhance the safety, health, and well-being of our employees and the communities in which they live and work.

Material Issues: employment demographics, employee health and safety, education and training, wages and benefits, and community involvement

RESOURCES



Conserve natural resources, use purchased goods and services wisely, and manage our supply chain in a responsible manner.

Material Issues: supply chain management, transportation, energy and fuel, and recycling

INVESTMENT



Invest in our company, employees, and communities in a way that creates a long-lasting, positive impact.

Material Issues: net sales, company growth, capital expenditures, and community involvement

COMPLIANCE



Maintain compliance with state, local, and federal regulations that govern our operations.

Material Issues: regulatory compliance and spills

FEEDBACK CONTACT

Getting the right information to the right people is important to us. We encourage everyone reading this report to let us know how we are doing. You can provide feedback, ask questions or request further information by contacting:

Sue Bruning

Sustainability Council Chair
Cascade

sbruning@cascade-env.com

206.795.5369

MANAGEMENT APPROACH

WHY DO WE CARE? Producing an Annual Sustainability Report is a resource intensive, year-long process. This report goes beyond any sales sheet or routine marketing communication. We believe there is a significant return on investment from the reporting process.

RELATIONSHIPS

Our business is built on relationships with our employees, our clients and our vendors. Our Annual Sustainability Report is designed to provide transparency and insight into the way we operate our business. We believe this openness builds trust with our stakeholders and strengthens those relationships.

BUSINESS STRATEGY

Many of our clients are searching for partners that can help them advance their own sustainability agendas. Investors are exercising more scrutiny on issues of corporate social responsibility. We believe our Sustainability program differentiates us from our industry competitors and it just makes good business sense.

IMPROVEMENT

Understanding how we measure up on the issues important to our stakeholders and our business is crucial to Cascade's long term success. Gathering and analyzing internationally-recognized metrics enables us to put the processes and policies in place to improve our overall performance.

GENERAL MANAGEMENT APPROACH

The members of our Sustainability Council drive individual initiatives that align with our corporate sustainability goals. Data is maintained in a variety of accounting, human resources, and environmental health and safety software systems. The Council meets routinely to evaluate progress and prioritize projects competing for our limited financial and human resources.

For each material aspect discussed in the following pages, we describe why it matters and how we manage the impacts. Our stakeholder engagement efforts play a crucial role in shaping our management approach, prioritizing projects and reporting progress.

SUSTAINABILITY PRIORITIES

Excellence on Every Level isn't just a tag-line. It's the way we approach our business, especially when it comes to sustainability. We strive for excellence in the way we treat people, take care of the environment, and create economic benefit.

The icons in each section reflect that issue's materiality category as described in the [Materiality Section](#) of this report.

SOCIAL RESPONSIBILITY

EMPLOYMENT

Our employees are Cascade's most valuable asset. Our crews and managers are some of the most experienced professionals in the industry. We strive to recruit, train, and retain employees for rewarding careers in a wide variety of professional occupations including drillers, geologists, engineers, field and laboratory scientists, apprentices, mechanics, administration, health & safety, and management. When asked what they like about their job, our employees describe the satisfaction they receive from solving new challenges on each project site. They enjoy the flexibility of travel and the diversity of skills needed to be successful.

EMPLOYEE RECOGNITION

Cascade offers many employee recognition programs to promote achievement, reinforce responsibility, and reward leadership. These programs enhance our values, provide employees with the platform for advancement, and encourage involvement at every level of the organization.

Recognition Programs

- Cascade Coins
- ELITE Driller Program
- Employee of the Quarter
- Excellence in Safety & Compliance
- Financial Performance
- Financial Steward
- Operational Leadership in Drilling
- Operational Leadership in Technical Services
- Performance Recognition Bulletin
- President's Award
- Safety & Compliance Location of the Year
- Safety Leadership Award
- Safety Milestone Plaques
- Shareholder's Award

Congrats to Winners of our "Beat the Heat" Campaign



Congrats to the three winners of our "Beat the Heat" campaign - Anthony Covery, Denver Lake and Andrew Ade. All three team members submitted quality Cascade Cards that helped prevent health related illnesses related to heat stress on their jobsites. Thank you for keeping our safety standards a #1 priority.

ELITE DRILLER HALL OF FAME 2016



Mike Bond
Flint, MI



Jimmy Hall, Jr.
New Ellenton, SC



James Goble
Woodinville, WA

2015



Todd Schmalfeldt
Schofield, WI



Josh Sigler
Marietta, OH



Jon Weeks
Schofield, WI



David Wilcox
New Ellenton, SC

We are very fortunate to have so many experienced, skillful drillers willing to go out of their way to ensure the job gets done safely and exceeds the expectations of our clients. Cascade's ELITE Driller Program™ recognizes and rewards top performing drillers throughout our organization. The program provides co-workers, supervisors and managers the opportunity to recognize drillers who have demonstrated outstanding performance with a commitment to the company's core principles. Each nomination is carefully reviewed and rated on criteria related to performance, safety, skill, leadership and accountability. The 2017 ELITE Driller inductees have not been announced in time for publication of this report.

The Cascade Coin program provides leaders and employees with an exciting new tool to promote a positive workplace culture. Coins are awarded as recognition for exemplary overall performance and positive representation of the company. Managers award coins in a wide variety of categories. The names of all recipients are communicated each quarter. Over 700 coins were awarded this year.



EMPLOYEE TURNOVER

Cascade uses employee turnover rates as a way to measure employee engagement. Some turnover is unavoidable as employees retire, move or leave the workforce. Each year, our Human Resources Department closely examines employee turnover rates, gathers information regarding the reasons for employee turnover and analyzes this data to identify trends. The results are shared with the management team and are used to improve work environments.

Efforts to Reduce Employee Turnover:

- Leadership development for supervisors and managers
- Annual performance review for all employees
- Competitive wages and benefits
- Employee recognition programs



741
employees covered
under the health
insurance program

\$4.1M
employee 401(k)
contributions



\$30.7M
401k plan assets

\$565K
employer HSA
contributions

WELLBEING

It is our obligation to ensure a safe, healthy, and satisfying work environment for our employees. We provide many programs for our employees and their families to promote health and wellness, career advancement, and work-life balance.

Benefits Offered to Full-Time Employees:

- Accidental death & dismemberment insurance
- Bereavement leave
- Civic leave (jury duty)
- Dental insurance
- Direct deposit
- Educational and license assistance
- Health savings account (HSA) with employer contribution
- Life insurance
- Long- and short-term disability insurance
- Maternity/Paternity leave
- Medical insurance
- Medical leave
- Military leave
- Paid vacation and personal time off
- 401(k) retirement plan with profit sharing
- Vision insurance
- Workers compensation

Assistance Programs Offered to Full-time Employees

The challenges we face outside of the workplace can affect our health, family, and our job performance. Cascade believes that providing employees with special assistance programs leads to a better quality of life and helps employees focus on performing their duties safely and efficiently. Cascade offers many assistance programs for employees and family members:

- Confidential counseling
- Legal support
- Financial planning
- Tuition reimbursement
- Safety boot reimbursement
- Healthcare support



Employment Programs and Policies to Ensure Safe Workplace

Our employees deserve a safe, nurturing workplace where they are encouraged to develop both personally and professionally. Cascade offers a variety of programs and policies to foster this type of environment:

- Background & reference checks
- Break time for nursing mothers
- Discriminatory harassment
- Drug free workplace
- Non-retaliation (whistle blower protection)
- Sexual harassment
- Tobacco and smoke free workplace
- Violence prevention in the workplace
- Workplace harassment

HEALTH & SAFETY

At Cascade, every day begins and ends with safety in mind. Our CORE™ Health and Safety Program empowers each and every Cascade employee with their personal safety and the safety of everyone in the organization. CORE is a behavior-based program focused on incident prevention. Through this program, employees receive extensive classroom and on-the-job training in health and safety, compliance and risk, inspections and audits, communication, and incident investigation. In addition, all field and operations personnel are in compliance with OSHA 1910.120 Hazardous Waste Training requirements.

CORE is designed to:

1. Focus on the prevention of work-related incidents through enhanced training
2. Create a measurable behavior-based, self-sustaining safety culture that is easily articulated and comprehended
3. Assign specific responsibilities at all levels throughout the company



Cascade’s comprehensive CORE program addresses specific job-related risk factors

- Air monitoring
- Barricades and signs
- Biological hazards
- Use of explosives
- Cold/heat stress
- Confined space
- Cranes and rigging
- Daily safety meeting
- Emergency response
- Energy isolation
- Ergonomics
- Excavations
- Fall protection
- Fire prevention
- First aid
- Hazard communication
- Hazard recognition
- Hazardous substances
- Hearing conservation
- Health & safety plans
- Illumination
- Incident reporting
- Material handling
- Medical surveillance
- Protective equipment
- Proximity to utilities
- Record keeping
- Respiratory protection
- Severe weather
- Spill prevention
- Substance abuse
- Tool selection
- Transportation compliance
- Ventilation
- Welding & hot work
- Working near water

Health and safety is our number one priority and we have a world-class program to prove it. A comparative analysis of ten award-winning organizations identified seven common best practices within world-class safety programs. Our CORE program includes all seven of these elements.

WORLD CLASS PROGRAM ELEMENTS	CASCADE’S CORE ELEMENTS
Training	Element 1.0 Training
Safety Systems & Hazard Recognition	Element 2.0 Compliance & Risk
Performance Measurement	Element 3.0 Inspection & Audits
Communication Strategy	Element 4.0 Communication
Employee Recognition	Element 5.0 Recognition & Accountability
Management Commitment	Element 6.0 Management Involvement
Causal Analysis	Element 7.0 Incident

We are very honored to be recognized by our clients and the environmental industry for our commitment to safety. This year, Cascade was awarded the 2017 PG&E Gold Shovel Standard certification for our commitment to excavation safety. The Gold Shovel Standard was created by PG&E in 2015 to raise awareness of and prevent the damaging of underground utilities during excavation projects. Our team also received safety awards from the National Drilling Association and Duke Energy.

From training to recognition and even a little competition, employee engagement is an important aspect of CORE. Our Cascade Card Program offers clients and employees an opportunity to identify and correct safety risks before an incident happens. Cascade Cards are a convenient and effective way to drive risk-prevention behavior. Cards are completed in the field or in the office, via mobile device or hand-written. Each submittal details an unsafe act or condition, the type of corrective intervention, and the response time between the observation and the corrective action. Every card is carefully reviewed by our experienced team of safety professionals and results are shared weekly with employees.

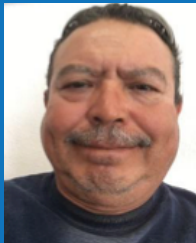
45,062
cascade cards submitted

\$41M
cost avoidance due to immediate
preventative action

SAFETY COMMITTEE

Cascade's Drillers Committee is dedicated to ensuring our workforce experiences the highest of safety standards every day. The committee is comprised of experts appointed by the executive team based on their industry proficiency and commitment to safety. The committee meets regularly to discuss and learn from recent incidents and safety concerns to continuously improve the excellence of our safety program. Care has been taken to assure that all service lines and drilling types are represented. The information this committee provides to the entire workforce is essential to our daily operations.

2017 DRILLER COMMITTEE



Jose Hernandez
BU112 - Upland



Dustin King
BU109 - Sacramento



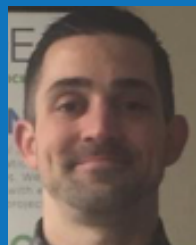
Zane Huckins
BU110 - Federal Way



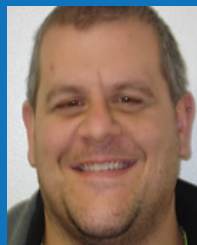
Jimmy Hall, Jr
BU121 - Aiken



Dale Duscher
EHS MW Reg Manager



Brook King
EHS & Compliance
Director



Zachary Fordley
BU203 - Schenectady



Rashid Malyukov
BU602 - Mineola



Rob Allegrezza
BU601 - Mineola



Todd Schmalfeldt
BU117 - Little Falls

INJURY RATES

Cascade is extremely proud of our strong health and safety record. Our CORE Safety Program is a customized, comprehensive program designed to provide clear expectations for safety and performance and to ensure compliance with regulations. The positive long-term trend is the result of active participation in CORE across all levels of our organization from management to field crews of every service line and location. The statistical reduction in injuries not only represents a significant cost avoidance in accident prevention; but more importantly, means that our employees are dedicated to protecting themselves, our clients, and the communities in which we work by routinely adopting safe work behaviors. These statistics demonstrate the success of our behavior-based safety program.

	2017	2016	2015	
TRIR	.57	.96	1.37	A TRIR >2.0 excludes contractors from many service opportunities
DART	.19	.26	0.62	
LTC	.19	.09	0.25	
Fatalities	0	0	0	

Understanding OSHA Safety Statistics:

TRIR- the Total Recordable Incident Rate reflects the number of OSHA recordable injuries during the total hours worked by all employees that year.

DART- the Days Away, Restricted, and Transfer case rate reflects the number of cases which involve days away from work, days of restricted work activity, and/or days of job transfer during the total hours worked by all employees that year.

LTC- the Lost Time Case Rate reflects the number of occupational injury or illness which results in an employee being unable to work a full assigned work shift during the total hours worked by all employees that year.

Fatalities- the number of workplace incidents that result in death of an employee.

Cascade's exemplary worker safety record is also reflected in the company's Experience Modification Rate (EMR). EMR is a number used by insurance companies to gauge both past cost of injuries and future chances of risk. An EMR of 1.0 is considered the industry average.

EMR rating		
2017	2016	2015
.75	.70	.69

The vast majority of our facilities have gone one year or longer without a reportable incident or loss time accident. We celebrate these achievements each year with our Health and Safety Awards.

87%
locations completed
the year without a
recordable injury

Our Obsidian Award Recipients 

(1 year without reportable incident or loss time incident)

- Houston, TX
- Huntsville, AL
- Jackson, NJ
- Las Vegas, NV
- Little Falls, MN
- Lynbrook NY
- Medford, NJ
- Midland, NC
- Montpelier, VT
- New Ellenton, SC
- Peralta, AZ

Our Granite Award Recipients 

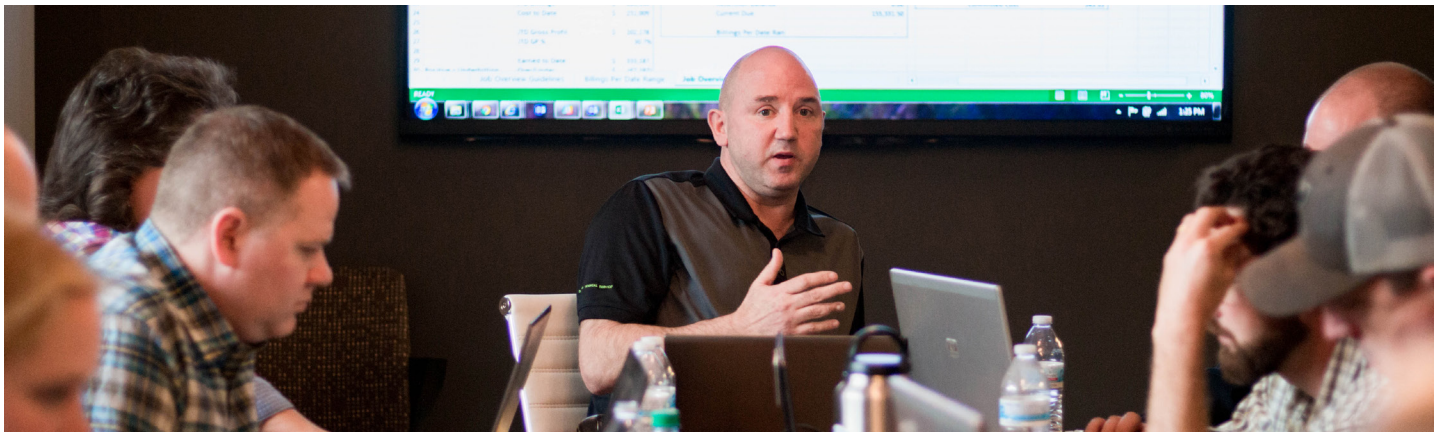
(2 years without reportable incident or loss time incident)

- Concord, CA
- Gardner, MA
- Mineola, NY
- Peoria, AZ
- Sacramento, CA
- Tampa, FL

Our Marble Award Recipients 

(3 or more years without reportable incident or loss time incident)

- Boise, ID
- Federal Way, WA
- Golden, CO
- Marietta, OH
- Memphis, TN
- Northborough, MA
- Ocala, FL
- Portland, OR
- Richmond, CA
- San Diego, CA
- Schenectady, NY
- Woodinville, WA



Employees received
an average of
57 hrs
of training in 2017

61,845 hrs
of employee
training conducted
in 2017

\$1.5M
invested in employee
training

New employees
received
an average of
102 hrs
of training
in 2017

EMPLOYEE DEVELOPMENT

Cascade supports ongoing training and development of employees to build knowledge, skills, and capabilities that advance the individual and team performance. Our comprehensive training and development programs starts on an employee's first day at Cascade and continues throughout his/her career with us.

- **New Employee Orientation** - introduction and familiarization of company policies, procedures, and practices with an emphasis on department and job specific functions.
- **Technical & Functional Training** - acquisition and development of specific knowledge, skills, and abilities related to the job function.
- **Safety Training** - awareness, understanding, and adherence to company policies, procedures, and practices regarding health and safety.
- **Compliance Training** - awareness, understanding, and adherence to regulatory, insurance, credentialing requirements and standards, as well as the company's internal policies and procedures.
- **Leadership & Development Training** - awareness, understanding, and application of effective and compliance leadership practices.

A new employee on-boarding curriculum was developed this year as part of the new employee orientation process. The three-module program includes an overview of our organization, service lines, and all the resources available for new employees to assimilate into the Cascade family.

This year, the Human Resources team implemented an extensive performance management program. The program provides training, resources, and support for managers and employees at every level of the organization. Managers are encouraged to work closely with each direct report to assess and positively impact employee performance through on-going dialogue, goal setting, performance review, and personal improvement.

COMPLIANCE

At Cascade, we believe that simply complying with applicable laws and regulations doesn't go far enough. Our Environmental, Health and Safety professionals take a proactive approach by preventing infractions through training, professional development, and enforcing positive behaviors. Our management team ensures employees have the right tools and equipment to perform tasks safely and efficiently.

Our work is governed by federal, state and local laws pertaining to worker health and safety, transportation, environmental protection and employment practices Cascade is proud of our exemplary compliance record:

- Zero significant, fines or non-monetary sanctions for non-compliance with environmental laws and regulations
- Zero significant, fines or non-monetary sanctions for non-compliance with worker protection laws and regulations including discrimination, freedom of association, labor, indigenous rights, human rights or corruption
- Ranked in top 1% for safe driving among similar carriers

A 'significant fine' is one that resulted in monetary penalty greater than \$10,000

The Out of Service (OOS) rate reflects occurrences of commercial drivers or vehicles pulled off the road and placed out of service as a result of infractions that pose an imminent hazard to safety during a roadside inspection. The driver or vehicle must remain out of service until the infraction is corrected. Cascade consistently ranks better than the OOS national averages.

Cascade's Out of Service Rate (OOS) is significantly better than the national average:

Vehicle:	Cascade 15.2%	National Avg: 20.7%
Driver:	Cascade 2.9%	National Avg: 5.5%
HazMat:	Cascade 0%	National Avg: 4.5%

What's BASICS? The Federal Motor Carrier Safety Administration uses a motor carrier's data from roadside inspections, including all safety-based violations, State-reported crashes, and the Federal motor carrier census to quantify performance in the following Behavior Analysis and Safety Improvement Categories (BASICS). Percentiles from 0 to 100 are determined by comparing the BASIC measurements of the carrier to the measurements of other carriers in the peer group. A percentile 100 indicates the worst performance. For more information on BASICS scoring, visit: <https://csa.fmcsa.dot.gov/About/Measure>.

BASICS Scoring for Cascade Drilling, LP (Behavior Analysis & Safety Improvement Categories):

	2017	2016	2015
Drug and Alcohol:	0%	0%	0%
Crash Indicator:	1%	0%	0%
Unsafe Driving:	1%	2%	5%
Vehicle Maintenance:	26%	33%	20%
Hours of Service:	37%	47%	42%

ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is a responsibility we take very seriously. From the office to the field—our teams focus on technology, services and best practices to reduce our environmental impact.

SUPPLY CHAIN

Cascade’s environmental stewardship efforts start with supply chain management. Our supply chain is comprised of the equipment, material and supplies procured to perform a wide array of drilling, investigation and remediation services as directed by our clients. It includes support services such as sales, marketing and administration to conduct business and grow our organization.

Supply Chain Spend



\$161M
spent on goods and services
to operate our business

2,500
vendors provide the goods and
services that power our business

SUSTAINABLE SOURCING



Through our Sustainable Sourcing program, Cascade seeks to reduce the adverse impact of our purchases by first considering the practices and standards of these vendors within our process of sourcing and procurement. Sustainable Sourcing Guidelines are used to determine the best value of products and services for the company by considering the way in which products are made, used, transported, stored, packaged, priced and managed at end-of-life. Through careful supply chain management and product choices, Cascade is able to partner with companies that align with our vision of sustainability.

Our Sustainable Sourcing Guidelines

- Define priority attributes that support the company’s sustainability efforts
- Identify priority product groups where sustainable choices will have maximum impact on the company’s sustainability footprint
- Describe the 3-step process to ensure employees consider sustainability in the procurement process
- Provide a process for screening and selection of vendors based on their ability to support and advance Cascade’s Compass program
- Incorporate a continuous improvement mechanism for regular review, revision and communication of the Sustainable Sourcing Guidelines including employee training, feedback, program metrics, performance reporting, and assignment of responsibilities for program execution

Many of our sourcing activities have a significant impact on the company’s sustainability performance. Establishing sustainable sourcing priorities helps us achieve current sustainability goals across many of our business functions. Cascade has identified the following sustainable sourcing priorities:

Priority Attributes	Priority Product Groups
<ul style="list-style-type: none">• Certified Small Business & Diversified Suppliers• Durable, Recyclable, Reusable• Energy & Fuel Efficiency• Recycling & Disposal• Recycled Content	<ul style="list-style-type: none">• Labor• Drilling Materials• Equipment and Repair• Fuel• Facility Maintenance• Electronics and Communication Equipment

Our Sourcing Partners

Collaborative vendor partnerships are more than getting the lowest price. By working together, our vendors help us to identify solutions that make our organization run more smoothly, achieve our business goals and maximize value for our clients.

Cascade screens new and existing vendors against a wide array of economic, social and environmental impact issues including:

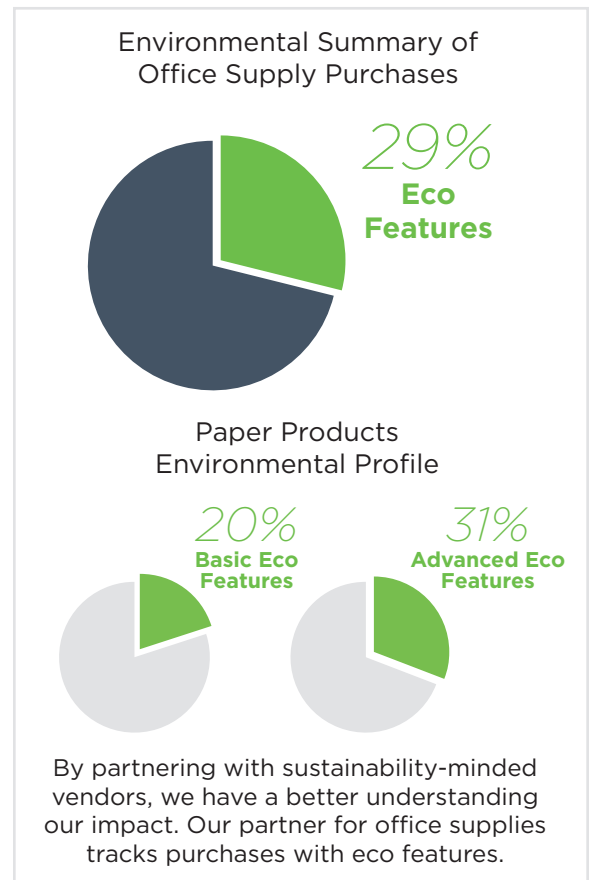
- Measuring and reporting sustainability performance
- Certifications and memberships
- Alignment with Cascade’s priority attributes and ability to support our sustainability program
- Labor practices

Through our Sustainable Sourcing Program, Cascade has built strategic partnerships with well-recognized national suppliers. Together, these partnerships provide information, products, and services that enable Cascade to deliver exceptional results anywhere, every time. Many of these partners have their own sustainability initiatives to address environmental impact, energy consumption, and diversified supply chains. Cascade is proud to recognize our national sourcing partners:

- | | |
|-----------------------|------------------------|
| • Adler Tank Rental | • Hole Products |
| • Airgas | • Keep Truckin |
| • Amazon | • PetroCard |
| • Avis/Budget | • Red Wing Shoes |
| • Boart Longyear | • Staples |
| • CLC Lodging | • United Rentals |
| • Enterprise/National | • United Site Services |
| • Ford Fleet Care | • UPS |
| • Grainger | • Xerox |

We are also proud to support a strong supply chain through numerous close partnerships and collaborations with diversity-owned businesses. We believe that a robust supply chain strengthens our organization from the ground up, enabling us to deliver maximum value to our clients.

Furthermore, our Supplier Diversity Program — which is designed to identify and collaborate through productive partnerships with small and diversity business enterprises — helps us create better partners, stronger customers, and sustained economic growth for both our partners and clients.



\$3.2M
in direct spend with certified diversity-owned businesses

FLEET AND ENERGY CONSUMPTION



Our fleet is the primary source of energy consumption. We maintain over 1,900 fleet vehicles and equipment nationwide and recognize our fleet has a significant impact from fuel consumption to greenhouse gas emissions and worker health & safety. It is also the area in which we can have the most significant conservation impact.

Fleet Assets	2017	2016
Drill Rigs	349	321
Support Trucks	807	719
Trailers	404	382
Other Equipment	388	387
Total	1948	1809

Gallons of Fuel	2017	2016
Diesel	1,432,487	1,220,127
Gasoline	333,043	271,466
Diesel Exhaust Fluid	3,256	1,025
Total	1,768,786	1,492,618

Our fleet assets increased by 8% and fuel consumption rose 19% over the previous year. While our fuel conservation efforts remain resolute, many other external factors impact overall consumption.

- The number of jobs performed increased 19% which requires more mobilization and demobilization drive time.
- A significant number of rotary rigs were added to the fleet with a late 2016 acquisition. Rotary rigs are less fuel efficient than other technologies such as sonic or direct push.
- Although our crews avoid vehicle idling when feasible, weather extremes of hot and cold temperatures result in more on-site idle time of equipment for the safety of crews and maintenance of equipment.

We are dedicated to reducing fuel consumption and the negative impacts it can have on people and the environment. One of our major efforts includes the geographic consolidation of operating facilities to enable a more centralized approach to fleet maintenance and dispatch. We expect these efforts will have significant impact fuel consumption in 2018.

Our fleet management department focuses efforts on improving fuel efficiency and vehicle maintenance. Providing well-maintained equipment not only contributes to a safer working environment but also enables us to deliver reliable service and limit our carbon footprint.

- We are updating our fleet with more capacity for biodiesel and biodiesel blends, lower emission engines, increased fuel economy, and improved safety features. In 2017 Cascade added 46 pieces of new power equipment with more fuel-efficient engines.
- To maintain the equipment and maximize the useful lifespan, Cascade manages a network of 15 maintenance and repair (M&R) shops and three refurbishment centers. The M&R shops are designed to perform preventative maintenance and small to medium class repairs. The three rebuild centers direct all large-scale restoration and refurbishment of rigs and support equipment.

- Our proprietary and highly proactive industry-leading Maintenance Advantage Program™ (“MAP”) integrates preventative maintenance with corporate health and safety and transportation compliance programs. This comprehensive fleet management program results in total fleet and equipment support with an emphasis on prevention.
- Once removed from our fleet, equipment is sent for salvage or sold at auction. In 2017 Cascade disposed of 59 pieces of power equipment with average age of 15 years, through salvage or auction.
- Our fleet is 100% compliant with stringent federal guidelines and California Air Resources Board (CARB) regulations

SPILLS

Spills are a real concern on every one of our job sites. Cascade recognizes that spills of fuel, hydraulic fluids, or chemicals may pose a serious threat to human health, safety, and the environment. Equipment failure poses the greatest likelihood of spills for our operations. In order to mitigate the risk of spills, Cascade focuses first on prevention then on action.

We use several procedures to prevent spills or releases to the ground or surface water while working on project sites. These include but are not limited to:

- Documented pre-shift site and equipment inspections
- Site specific Spill Prevention and Response Plans
- Job Safety Analyses for spill prevention and response completed before operations commence
- Hydraulic Hose Inspection Program to prevent leaks and broken hoses
- Secondary containment for chemicals and fuels carried in trucks, equipment and stored onsite
- Ground cover used under equipment and drill rigs to safeguard sensitive habitats and prevent contamination from spills
- Job Safety Analyses for refueling and equipment service to prevent spills
- Spill kits and absorbents carried on all equipment, trucks and drill rigs

*Zero
significant spills
over course of
11,800 jobs
performed in the last
two years*

**A ‘significant spill’ is one that involved a reportable quantity under hazardous materials regulations*

SUSTAINABLE REMEDIATION

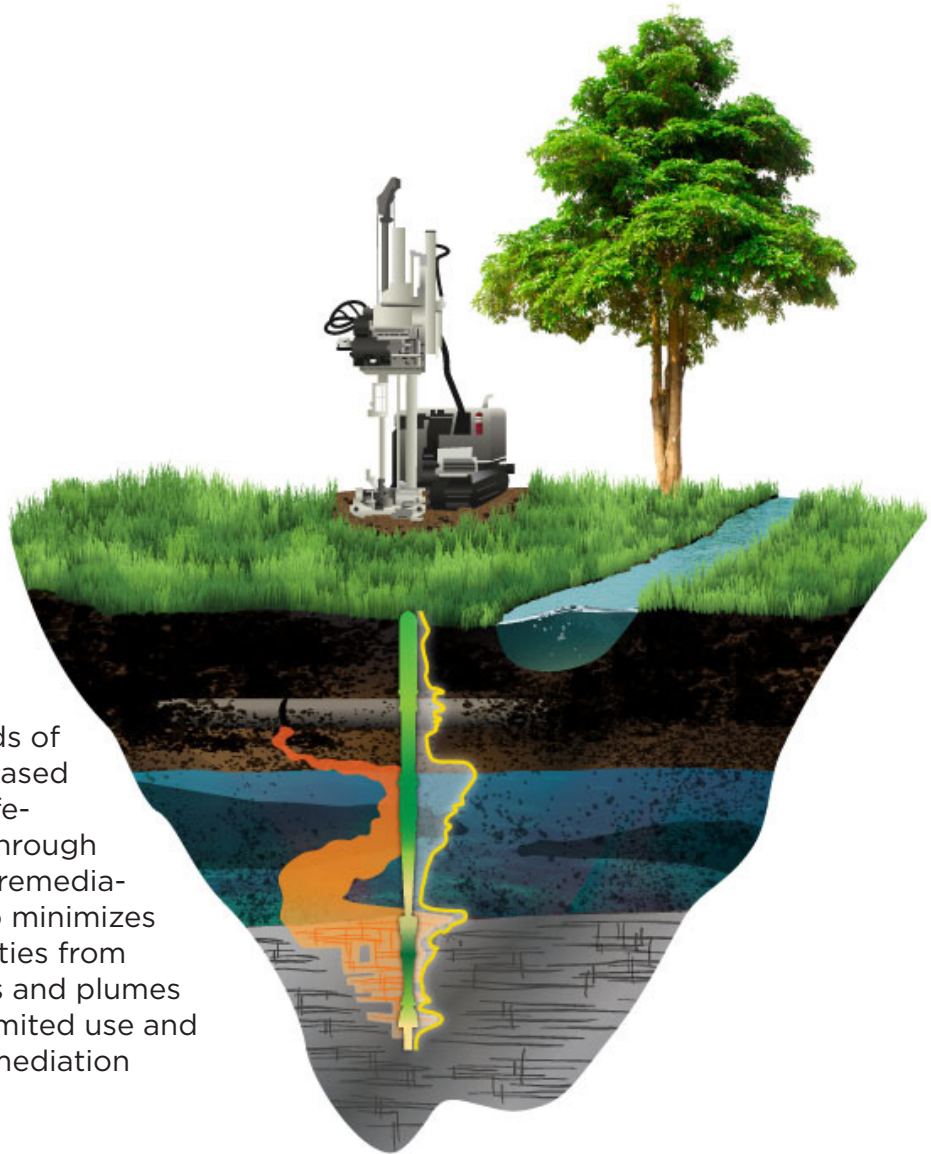
Sustainable remediation balances community goals, economic impacts, and environmental effects of remediation activities from project planning through design and implementation. Cascade works closely with environmental consultants to identify and incorporate a wide range of sustainability best practices.

Many of the best management practices (BMPs) from the ASTM Greener Remediation Standard are implemented at our job sites across the country. These BMPs improve workplace efficiency and limit the negative impacts our field practices have on the environment, local communities and our employees.

Environmental Impact	Cascade Best Management Practices
Energy, Air & Climate Change	<ul style="list-style-type: none"> • Preventative Maintenance Plan • Fuel Reduction • Carpooling • No Idle Policy • Compliance with Emission Standards • Dust Control & Mitigation • Chromium and Zinc Negative Air Removal Systems in Welding Bays
Natural Resources	<ul style="list-style-type: none"> • Water Conservation • Spill Prevention • Habitat Protection and Restoration
Waste Reduction & Management	<ul style="list-style-type: none"> • Low Volume Solvent Usage for Laboratory Procedures • Waste Minimization • Electronic Communication • IDW Reduction and Management • Waste Recycling
Materials	<ul style="list-style-type: none"> • Environmentally Preferred Purchasing & Sustainable Sourcing Program
Community	<ul style="list-style-type: none"> • Traffic Control • On Site Nuisance Reduction • Rubber tracked track rigs minimize surface disturbance • Brownfield Redevelopment

6,436
projects
completed
in 2017

We measure cleanup progress in terms of Return on Remediation Investment (RORI). The RORI approach is based on over 20 years of field experience addressing contamination at hundreds of sites. This sustainability-based approach reduces total life-cycle remediation costs through site characterization and remediation best practices. It also minimizes the health risks and liabilities from contaminant source areas and plumes to ultimately achieve unlimited use and unrestricted exposure remediation objectives.



[Download our white paper entitled “Remediation of Complex Chlorinated Solvent Sites While Maximizing Return on Remediation Investment” to learn more about the benefits of the RORI approach.](#)



GREEN TEAM

Cascade's Green Team is a volunteer group of over 50 employees representing over 30 locations. Participation is open to all Cascade employees. The team meets monthly via conference call to learn about a wide variety sustainability issues. Members are champions of our Compass Corporate Sustainability Program affecting change at the local level. We try to have a little fun along the way.

Green Team led projects include:

- Earth Day - Locations organized a volunteer effort in the local community
- Bike to Work Day
- Maintaining on-site gardens. Office staff coordinate throughout the planting, growing and harvest seasons to cultivate fruits, vegetables and flowers
- Volunteer projects with local charitable organizations
- Manage on-site recycling programs

ECONOMIC BENEFIT

Cascade has had an impact on local communities since the company was founded in 1991. Starting out with just five employees that year, Cascade has grown from a specialized regional drilling provider to a national, full service provider for site investigation, remediation, and drilling.

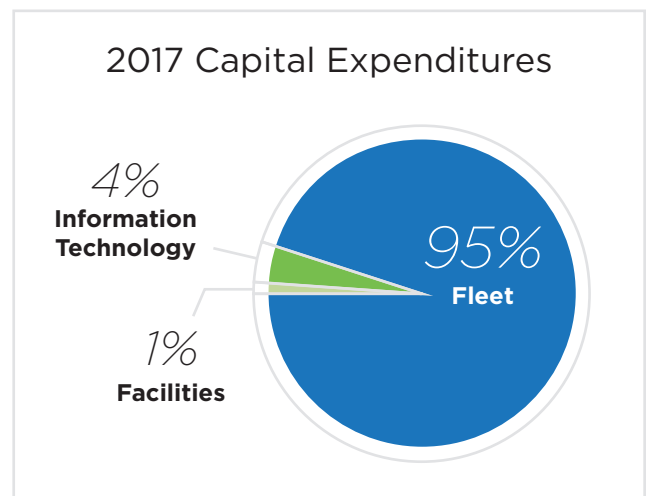
GROWTH AND INVESTMENTS

This year, we invested \$99.4M in employee wages and benefits providing gainful employment and supporting the families of our team of 1,000.

	Company Growth				
	2017	2016	2015	2014	2010
Number of Locations	41	48	45	30	4
Jobs Executed	6,400	5,400	6,000	4,000	1,700
Employees	993	1097	850	584	<100
Net Sales	\$237M	\$224M	\$151M	\$102M	\$26.2M

As the company has grown, we've invested heavily in our infrastructure to ensure our employees have the right tools to get the job done safely, efficiently, on-time, and on budget.

- Over \$16M invested this year in our fleet, facilities, and information technology improvements that directly contribute to improving our environmental impact, workforce safety and employee wellbeing.
- Technology upgrades to deliver state of the art site investigation and remediation services.
- Significant investment and upgrades in systems software, processes, and human capital have streamlined our office and administration functions.
- Technology enhancements implemented throughout the organization to collect and analyze data for critical business decisions.
- Refurbish existing and purchase new drilling rigs and support equipment to increase worker safety, minimize our environmental impact, and improve quality of service to our clients.
- New tooling and instruments to increase service capacity across the United States.



COMMUNITY INVOLVEMENT

Strong communities are good for our employees and our business. Cascade supports our local economies through our procurement program, charitable contributions, and employee volunteer efforts. Our offices across the United States support a number of local non-profit events and associations each year.

Cascade Cares was inspired by the incredible generosity of our employees across the country. Through this matching grant program, we are able to make to make our employees' charitable donations go even farther.

Many of our employees and offices were significantly impacted by Hurricanes Irma and Harvey this year. In the wake of devastating disaster, our employees reached out with an outpouring of genuine care and support to help each other and those in the impacted communities. Our operations teams worked closely with clients to maintain steady communication and quickly resume operations on jobs that were postponed due to the hurricanes.

Cascade Cares

Charitable Investment Program

\$22,300

donated to charitable organizations



Cascade donated

\$10,000

to assist The American Red Cross and The United Way in local hurricane relief efforts.

Our Employees and Local Offices Support a Wide Range of Charitable Organizations and Events

- Adirondack Gives
- Adopt A Child Program (YOU Inc)
- Ainsley's Angels of America
- All Hands Volunteer
- All Saints (Rossford, OH)
- American Red Cross
- Alzheimer's Association
- Eastern Regional High School (Vorhees Township, NJ)
- Episcopal Relief & Development
- Greater Houston Community Foundation
- Happily Ever After League
- Houston Food Bank
- Hurricane Pets Rescue
- International Futbol Club
- Kiwanis Club of the Five Towns
- Mom's House (Toledo, OH)
- National MS Society (Southern California & Nevada Chapter)
- North Central Wisconsin's Steam and Gas Engine Club
- Outdoor Alliance
- Penn State IFC/Panhellenic Dance Marathon
- Sarana International Buddhist Center
- Seattle Humane Society
- The Nature Conservancy
- The Rotary Foundation
- United Way of Greater Houston
- University of Washington

Employees at our Gardner, MA location organized a Giving Tree to support a local Adopt a Child Program.



STAKEHOLDER ENGAGEMENT

As a market leader, we are dedicated to leaving a positive impact on the people surrounding our business. Through extensive engagement efforts we continue to align our sustainability goals with the values and expectations of our stakeholders.

Cascade has identified primary stakeholders as those groups that are very likely to be impacted by our company or who could potential have a significant upon our company.

Channels of Engagement

Employees

Featuring cloud-based employee resource center with 24/7 instant access to important company information, programs and policies and support

Also includes: open door management policy, newsletters, email, surveys, interviews, contests and training

Clients

Featuring a technical outreach program including webinars, local seminars and safety demonstrations

Also includes: e-campaigns, advertising, website, newsletter, sales calls, interviews, surveys, individual meetings, social media, social events

Vendors

Featuring collaborative partnerships to advance our sustainability program through environmentally preferred purchasing principles

Also includes: business review meetings, website, contracts, surveys

Other Programs

Featuring local community outreach, advertising, employee volunteer events and sponsorships

Also includes: association memberships, speaking engagements, conferences, trade shows, technical seminars



2017 STAKEHOLDER ENGAGEMENT CAMPAIGN

Cascade embraces sustainability for many reasons. Understanding how we measure up on the issues important to our stakeholders and our business is crucial to Cascade's long-term success. Gathering and analyzing internationally-recognized metrics enables us to put the processes and policies in place to improve our overall performance.

To help us understand the issues important to our stakeholder groups, we administer an extensive stakeholder engagement campaign every three years. The most recent was conducted in October 2017 and included a social media campaign and survey. The feedback from on-going stakeholder engagement efforts are an important element in the development and implementation of our sustainability report and strategy. Cascade's Sustainability Council analyzed the campaign data which was used as the foundation of our 2018-2020 Corporate Sustainability Plan.

278

survey responses
collected

Every primary
stakeholder group
represented

GRI CONTEXT INDEX

GENERAL STANDARD DISCLOSURES

GRI#	Description	Page / Response
STRATEGY AND ANALYSIS		
G4-1	CEO Statement	Welcome (page 1)
ORGANIZATIONAL PROFILE		
G4-3	Name of the Organization	Cascade Environmental, LLC
G4-4	Primary Brands, Products and Services	Suite of Services (page 6) Cascade Brands (page 5)
G4-5	Organization's Headquarters	Bothell, WA
G4-6	Countries Where Operating	Markets Served (page 7)
G4-7	Nature of Ownership	Privately Held
G4-8	Markets Served	Markets Served (page 7)
G4-9	Scale of Organization	Company Profile (page 7)
G4-10	Employee Composition	Company Profile (page 7)
G4-11	Employees Under Collective Bargaining Agreements	71
G4-12	Organization's Supply Chain	Supply Chain (page 26)
G4-13	Significant Changes in Reporting Period	Company Evolution (page 9)
G4-14	Precautionary Principle	N/A
G4-15	Economic, Environmental & Social Charters	N/A
G4-16	Memberships of Associations	Membership of Associations (page 11)
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Organizational Entities Covered in Report	Company Profile (page 7)
G4-18	Process for Defining Report Content	Materiality (page 13)
G4-19	Material Topics	Material Issues (page 13)
G4-20	Internal Aspect Boundaries	Material Issues (page 13)
G4-21	External Aspect Boundaries	Material Issues (page 13)
G4-22	Restatements of Information Provided in Prior Report	5400 projects completed in 2016 (page 30) 49,118 Cascade Cards submitted and \$33.4M in cost avoidance in 2016 (page 20)
G4-23	Significant Changes from Previous Report	Company Evolution (page 9)
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder Groups	Stakeholder Engagement (page 36)
G4-25	Basis for Stakeholder Identification	Stakeholder Engagement (page 36)
G4-26	Approach to Stakeholder Engagement	Stakeholder Engagement (page 36)
G4-27	Concerns Raised through Stakeholder Engagement	Material Issues (page 13)
REPORT PROFILE		
G4-28	Reporting Period	Jan 1, 2017 - Dec 31, 2017

G4-29	Most Recent Previous Report	May 2017
G4-30	Reporting Cycle	Annual
G4-31	Sustainability Contact	Feedback Contact (page 13)
G4-32	GRI Content Index	GRI Content Index (page 38)
G4-33	External Assurance	None
GOVERNANCE		
G4-34	Governance & Oversight	Governance (page 12)
ETHICS AND INTEGRITY		
G4-56	Organization's Values, Principles & Standards	Company Overview (page 4)

SPECIFIC STANDARD DISCLOSURES

Material Aspects	DMA and Indicators	Page	Section
ECONOMIC CATEGORY			
Economic Performance	G4-DMA	34	Economic Benefit
<i>Direct economic value generated and distributed</i>	G4-EC1	34-35	Growth and Investments Community Involvement
ENVIRONMENTAL CATEGORY			
Energy	G4-DMA	29	Fleet and Energy Consumption
<i>Energy consumption within the organization</i>	G4-EN3	29-30	Fleet and Energy Consumption
Effluents and Waste	G4-DMA	30	Spills
<i>Significant spills</i>	G4-EN24	30	Spills
Products and Services	G4-DMA	31	Sustainable Remediation
<i>Environmental impacts</i>	G4-EN27	31	Sustainable Remediation
Compliance	G4-DMA	25	Compliance
<i>Fines for non-compliance</i>	G4-EN29	25	Compliance
Transport	G4-DMA	29	Fleet and Energy Consumption
<i>Environmental impacts of transportation</i>	G4-EN30	29, 31	Fleet and Energy Consumption Sustainable Remediation
Overall	G4-DMA	31	Sustainable Remediation
<i>Total environmental protections</i>	G4-EN31	31	Sustainable Remediation
Supplier Environmental Assessment	G4-DMA	26, 27	Supply Chain Sustainable Sourcing
<i>Screening new suppliers</i>	G4-EN32	28	Sustainable Sourcing
<i>Negative impacts of supply chain</i>	G4-EN33	26	Supply Chain
SOCIAL CATEGORY			
LABOR PRACTICES AND DECENT WORK			
Employment	G4-DMA	15	Employment
<i>Employee turnover</i>	G4-LA1	17	Employment
<i>Employee benefits</i>	G4-LA2	17-18	Wellbeing
Occupational Health and Safety	G4-DMA	19	Health & Safety
<i>Worker health & safety committees</i>	G4-LA5	21	Health & Safety

<i>Injury Rates</i>	G4-LA6	22	Health & Safety
Training and Education	G4-DMA	24	Employee Development
<i>Employee Training</i>	G4-LA9	24	Employee Development
Diversity and Equal Opportunity	G4-DMA	8	Workforce Profile
<i>Diversity in governance body</i>	G4-LA12	8	Workforce Profile
Supplier Assessment for Labor Practices	G4-DMA	26, 27	Supply Chain Sustainable Sourcing
<i>Screening new suppliers</i>	G4-LA14	28	Sustainable Sourcing
<i>Negative impacts of supply chain</i>	G4-LA15	26	Supply Chain
HUMAN RIGHTS			
<i>Non-discrimination</i>	G4-DMA	15	Employment
<i>Incidents of discrimination and actions taken</i>	G4-HR3	-	None
<i>Freedom of Association and Collective Bargaining</i>	G4-DMA	15	Employment
<i>Violations of freedom of association and collective bargaining</i>	G4-HR4	-	None
SOCIETY			
Local Communities	G4-DMA	33-35	Green Team; Community Involvement
<i>Local community engagement</i>	G4-SO1	33-35	Green Team; Community Involvement
<i>Impacts on local communities</i>	G4-SO2	33-35	Green Team; Community Involvement
Compliance	G4-DMA	25	Compliance
<i>Fines and Sanctions for Non-compliance</i>	G4-SO8	25	Compliance
Supplier Assessment for Impacts on Society	G4-DMA	26-28	Supply Chain Sustainable Sourcing
<i>New Suppliers Screened for Impacts on Society</i>	G4-SO9	28	Sustainable Sourcing
<i>Negative Impacts in the Supply Chain</i>	G4-SO10	26	Supply Chain